



April 2015
Volume 3, Issue 1

On the Gulch

A Newsletter For and About City of Helena Employees

Etiquette - And Why it's Important

Employee News

Congratulations and welcome to:

Melissa Neiffer, 911 Dispatch, Chase Lar, Streets Division
Matt Culp, City Engineering

Congratulations to Claudia Bagley on her retirement, we'll miss you!

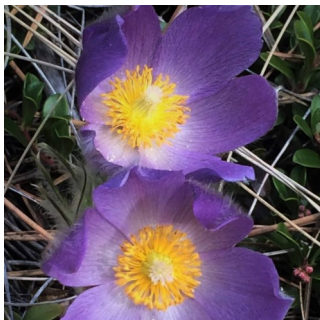


Photo courtesy of Angela Fiskum

Phone etiquette

In a meeting? First, put your phone on silent or turn it off. Then put it away unless you are expecting an emergency call.

No matter the size of the meeting - two people or 150 people, your phone is a distraction for you and those around you. Be considerate of the time and energy of the others in the meeting and don't check for texts or respond to texts during a meeting.

Do not glance at your phone while visiting with someone in your office. It gives the impression that your guest is not important. Unless it's an emergency, do not take a call while you are visiting with someone in person. If you **MUST** take the call, excuse yourself and let your guest know you'll be right back.

If you want to accomplish goals, being aware of the feelings of the people around you.

Meeting etiquette:

Now that you know what NOT to do with your phone during a meeting, here are a few things to remember while participating:

Listen to what is being discussed. Really listen, especially if you have any intention of speaking and participating in the discussion.

Make sure that whatever you plan to say adds value to the discussion and does not insult others in the room.

What you say matters! When you ask a question, be prepared for an answer with which you might disagree. If you predicted the answer prior to the meeting, be prepared with clear data or citations in response. Find a way to present your data without insulting people.



Spring Into Action!

Saturday, May 2nd at 10:00am at the 6th Ward Garden Park ground-breaking ceremony!

A volunteer workday will follow - bring your gloves, hat & sunscreen and "dig into" the new park.

Big Quitters! - Tobacco Cessation Program

*Morgan Maynard

CareHere recently sponsored an eight week program to help tobacco users "Beat the Pack and Kick the Can."

The program was supported with CareHere Health Coaches, and tobacco cessation medication, if deemed appropriate by the CareHere provider, was provided.

Here's what three participants said about their experiences:

Jason Fladland - Water Treatment

"I started an individualized cessation program two weeks prior to the 8-week program. It was easier with the group because it provided an additional support network of individuals who were experiencing similar issues. Having it be people I know and work with made it a bonus! I felt a group setting kept me a little more accountable."

Barb Sheridan, from HATS

"I wanted to quit for some time but had no option other than "cold turkey." With the education and medication paired together during this program it was bearable and manageable for me."

Liz Hirst, from Accounting

"Chantix, a smoking cessation medication, has become my new best friend. The intensity of tobacco cravings increases if I don't take it regularly. Chantix, along with the group support, has definitely made my journey easier."

Jason joked that during this tobacco-free time it has been a little hard to stay focused on some days in addition to feeling like he gave up a "best friend" that he'd had for over 30 years! He said some of the guys he works with were saying he was a little irritable the first several weeks... but he doesn't know where they're getting their information from. :-)

Barb said her home family and work family are not suffering her "wrath" either, because there is none! Remarkable! ;-)

Both Barb and Liz noticed other changes since they've gone tobacco-free. They breathe easier and they can smell things! Because of the support provided in a group environment, Barb has started a group who meet at the HATS building regularly to keep up the motivation and accountability.

Remember last fall when incentives following wellness screenings were discussed?

Not only will these folks receive a \$50 incentive for attending the cessation program, they'll receive another \$50 for lowering their blood pressure!

Barb said her blood pressure dropped 30 points; that's amazing!!

Jason had great results, too. In addition to being nicotine free he is no longer taking blood pressure medication because his blood pressure is within the normal range of 120/80!

Liz's blood pressure dropped as well.

How does this relate? ***It takes 90 additional pounds of body weight to equal the same stress on your heart as smoking does!***

Liz told me she would highly recommend any City employees even remotely considering quitting to sign up for the next class. There isn't one scheduled currently, but there will be in the months to come. Stay tuned!

**Way to go folks!
You've accomplished
something to be proud of!**

Wellness Screenings at CareHere will begin in July (more information to come!). Employees who had a Wellness Screening in 2014 will be eligible for up to \$300 in incentives. You will earn \$50 simply for participating in the screening and \$50 for each one of five important Health Factors: (1) Body Mass Index, (2) Blood Pressure, (3) LDL Cholesterol, (4) Fasting Glucose (Blood Sugar), and (5) Tobacco Use. In order to qualify for the health factor incentives you must:

**Meet the Outcome for that
Health Factor, or
Show Improvement for that
Health Factor in 2015.**

Vigilante Day is May 1st!

Be aware of traffic pattern changes, road closures, and pedestrians. Make plans not to drive downtown that day, and encourage friends to use the parking garages.